

**DARE**

**TO**

**REINVENT**

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## FOREWORD

Constantly reinventing ourselves is who we are. It is embedded in our corporate culture, and is a strategy that we undertake without preconceived ideas or taking sides: it not only reflects our curiosity but guarantees our sustainability. It also follows in the footsteps of our Maison's visionary founder, Hubert de Givenchy, who, for more than forty years, shook up established codes and shattered conventions, becoming so much more than a couturier in the way he succeeded in moving with the times and turning his dreams into reality.

It is with the same boldness that we are responding to the social and environmental challenges of the world around us. Although the challenges are many, we are nonetheless fortunate to have inherited a world in motion, where remarkable initiatives and great solidarity are emerging. A world where companies are called upon to transform and take action. We therefore decided to adopt a CSR strategy based on a set of concrete actions that mobilises our teams, both at head office and in the markets, to ensure that our objectives are achieved.

Our approach is humble. Our commitment will be demonstrated by proof and ever greater transparency. This first CSR report bears witness to this fact. Finally, I would like to thank all those who work every day to transform our organisation.

**OUR STRATEGY SETS OUT  
TO BE HUMBLE.  
OUR COMMITMENT WILL BE  
DEMONSTRATED BY PROOF.**

**ROMAIN SPITZER**  
CEO, GIVENCHY PARFUMS





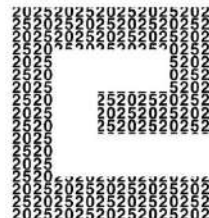
# OUR CSR STRATEGY

## DARE TO REINVENT

Following in the footsteps of Hubert de Givenchy, at Givenchy Parfums we have chosen to reinvent ourselves through our ambitious CSR strategy, entitled “Dare to reinvent”. Based on four commitments, it aims primarily to be a collective action engaging the whole Maison. It is managed by a dedicated CSR team of three people, and benefits from the commitment of the Givenchy Parfums teams, as well as the input of independent experts. Givenchy Parfum’s CSR strategy is part of the LIFE 360 roadmap - the LVMH Group’s environmental compass for the coming 3, 6 and 10 years.

# 4 COMMITMENTS TO REINVENT OURSELVES

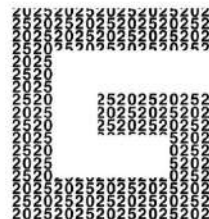
**1. REINVENTING OUR PRODUCTS**  
by focusing on the composition of our products and packaging design.



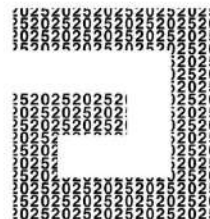
**2. REINVENTING OUR OPERATIONS**  
to contribute to fighting against climate change.



**3. REINVENTING OUR CONTRIBUTION TO SOCIETY**  
by supporting causes which are close to our heart: those that foster the energy of youth and bring people new opportunities.



**4. REINVENTING OURSELVES AS A TEAM**  
fostering a culture of respect, diversity and inclusion.



## OUR 10 RESOLUTIONS BY 2025

### Ensure 100% traceability of natural raw materials

back to the country where they are harvested and enter into a UEBT (The Union for Ethical BioTrade) evaluation/certification process for the Maison's iconic ingredients.

### Ensure transparent communication

on brand commitments with all internal and external stakeholders.

### Guarantee that 100% of new products comply with our own formulation requirements

which are more demanding than regulatory requirements.

### Procure 100% of paper from sustainably managed forests

or controlled sources with FSC® (Forest Stewardship Council®) certification.

### Improve the environmental profile of all packaging by 40%

by means of eco-design (compared to 2017)

### Reduce greenhouse gas emissions from production workshops by 50%

and use 100% renewable energy (compared to 2017).

### Reduce the quantity of virgin fossil-based plastic by 30%

and promote the use of recycled and biosourced materials (compared to 2017).

### Cut back on air transport to factories and markets

and increase the use of sea transport by 20 points (compared to 2017).

### Bring about more sustainable consumption patterns

by encouraging sorting and creating refillable packaging for skincare, perfume and make-up.

### Foster the energy of youth and offer

new perspectives and career paths to the people who need them; empower our employees to engage in these programmes.



# REINVENTING OUR PRODUCTS FORMULAS & INGREDIENTS

## OUR 2025 OBJECTIVES

**Ensure 100% traceability of natural raw materials back to the country where they are harvested and enter into a UEBT evaluation/certification process for the brand's iconic ingredients.**

**Guarantee that 100% of new products comply with our own formulation requirements, which are more demanding than regulatory requirements.**

**Determine a multi-criteria indicator to evaluate and optimise all skincare, make-up and fragrance formulas.**

23%

SHARE OF ICONIC INGREDIENTS SUCCESSFULLY EVALUATED by the UEBT in 2021. 70% will be evaluated in 2022 rising to 100% by 2025.

## TRACEABILITY AND RESPONSIBLE SOURCING

When the Maison selects natural raw materials, we ensure that regulations such as the Convention on International Trade in Endangered Species of Wild Fauna and Flora are complied with.

In 2021, a new milestone was reached. Givenchy became a member of the UEBT, the Union for Ethical BioTrade, a non-profit organisation that helps companies with traceability and assessing their natural ingredient supply chains, with respect for both biodiversity and local communities. In 2021, the first three supply chains to be evaluated by UEBT experts and achieve a "Responsible Sourcing" rating were orange blossom from Tunisia, pink grapefruit from Corsica and everlasting from Croatia.

## OUR (RE)FORMULATION PRINCIPLES

Givenchy complies with the strictest regulations for cosmetics in the world. However, in 2021, the Maison decided to go even further by setting up a new Reformulation Committee. Its members, from the marketing, R&D, industrialisation, CSR and regulatory affairs divisions, meet several times a year to assess existing formulas and select certain of them to be proactively reformulated.

In parallel, in 2021 the Maison launched an internal tool to evaluate new formulas, based on six criteria: rate of naturalness: level of traceability, biodegradability and ecotoxicity, sourcing and the number of ingredients contained in the formula. This tool will be progressively rolled out in 2022 so that our teams can develop formulas that combine greater respect for the environment with guaranteeing the safety, effectiveness and sensorial qualities of products.

### *The experts*

LAURÉ PASQUIER AND DELPHINE WITTEMBERG, LVMH

### ◆◆ ECO-FORMULATION IS A CONTINUOUS PROCESS ◆◆

Responsible respectively for environmental claims and the Skincare Formulation laboratory, Laure Pasquier and Delphine Wittemberg reveal... the subtle balance between natural and synthetic ingredients.

#### Why use synthetic ingredients?

Nature has its limits! With regard to performance, plant-based colourants, for example, cannot cover all colour ranges. If you're looking for 24-hour effectiveness, you have to use synthetic polymers. That means there's still a lot of scope for future research challenges! Some plants are too rare to be used, along with others whose use would be detrimental to food production.

#### How do you select natural molecules?

We have 600 analysis methods that allow ingredients and finished products to go through toxicological and analytical screening, either internally or at partner laboratories. We've also developed an eco-formulation tool that assesses a much wider range of criteria including, for example, the level of traceability of ingredients.

#### What does eco-formulation mean?

We're constantly re-inventing our formulas to choose the most effective ingredients, while taking into account their environmental impacts. For example, we no longer use D5, a synthetic silicone that is permitted by regulations, but which takes too long to biodegrade and is therefore harmful to the environment. We also seek to identify the most sustainable ingredients, which may not necessarily be natural. Our continuous improvement approach also includes people: 100% of our formulators have received appropriate training.

# REINVENTING OUR PRODUCTS PACKAGING

## OUR 2025 OBJECTIVES

**Develop refillable solutions.**

**Improve the environmental performance index of all packaging by 40%, by means of eco-design (compared to 2017).**

**Reduce the quantity of virgin fossil-based plastic by 30% by opting for recycled and biosourced materials (compared to 2017).**

## LESS WEIGHT, LESS VOLUME...

**Reducing** the weight and volume of packaging is the primary eco-design lever the Maison seeks to use. Givenchy's commitment to this path is clearly reflected in the three major launches of 2021:

- Glass perfume bottles for Gentleman Givenchy have been reinvented **to reduce glass weight by up to 30%** for the 100ml bottle.
- The L'Interdit box has been redesigned with smaller dimensions, leading to an overall **20% reduction in volume and a corresponding 10% saving in cardboard.**
- Our Crème Le Soin Noir now comes in a box with a **44%** and **59%** reduction in weight and volume respectively, **reducing its overall environmental impact by 60%.**

## ... AND MORE VIRTUOUS MATERIALS

The Maison is committed a 30% reduction in fossil-based plastics by 2025 compared to 2017. This mainly involves reducing plastic components or substituting them with glass or paper. In addition, Givenchy is working on incorporating **recycled plastic**, which, in December 2021, was already included in 30 make-up references. In 2022, a new liquid lip balm will be launched with a bio-sourced plastic covering made from cactus.

More recycled **glass** will also be used: in June 2022, 38% of our perfume bottles included this material, up from 6% in December 2021.

**100% of paper** for our boxes comes from **sustainably managed forests** or controlled sources and is FSC® certified.

## PROVIDING A WIDER RANGE OF REFILLABLE SOLUTIONS

The Maison's iconic bottles and jars deserve to be treasured for a long time. To ensure this, Givenchy has launched a **range of refillable solutions** – which means an entirely new way of looking at containers.

A total of 23 references were therefore available in refillable form in 2021, compared to only 8 in 2020. We will continue reinventing our ranges in 2022, so that our elegant cream and lipstick containers and beautiful perfume bottles continue to enhance our customers' lives for a long time to come.

### KEY TAKEAWAY

## ENVIRONMENTAL PERFORMANCE INDEX

Givenchy measures the integration of eco-design principles in all new product development, as well as products that are on the market. Environmental assessment takes place using a tool created in 2014 by the LVMH Group: the Environmental Performance Index (EPI). Each item of packaging is rated according to weight, volume, the number of layers and the separability of materials for recycling. In 2021, the average EPI for our skincare, make-up and perfume products increased by 40%, 38% and 14% respectively, compared to 2017. This strong performance means that our skincare range had already attained its 2025 objectives in 2021.





## EVOLUTION OF THE ENVIRONMENTAL PERFORMANCE INDEX IN 2021 (EPI)



SKINCARE  
**+40%**  
(compared to 2017)



MAKE-UP  
**+38%**  
(compared to 2017)



FRAGRANCES  
**+14%**  
(compared to 2017)

*The experts*  
STÉPHANE BRUHAT AND GAUTIER MOMBOISSE,  
QUALIPAC

### ◆◆ THE CHALLENGE OF RECYCLED PLASTIC ◆◆

Stéphane Bruhat, Head of Development, and Gautier Momboisse, Project Manager at Qualipac, came up with a new cap containing 72% of recycled material for PRISME LIBRE SKIN-CARING GLOW. A real challenge.

#### What is recycled plastic?

It's plastic resulting from the reprocessing of elements that have already been used at least once. To be able to transform this material, we had to reformulate and start from scratch again on everything we thought we knew about plastic injection: transformation temperatures, the thickness of the material, the tools, etc.

#### Was it complicated by the fact that Givenchy initiated it for the cap of a particularly iconic product, Prisme Libre Glow?

This rPET (recycled PET) cap gives a second life to everyday objects. Its distinctive shape necessitated a lot of research and testing to ensure that there was no aesthetic difference with the virgin plastic equivalent. The fact that it was black was an advantage: the colours of batches of raw materials can vary, which makes them more difficult to use with light colours.

#### Is the use of recycled plastic set to become generalised?









Yes, it's consistent with reducing our overall impact on the planet. There are technical constraints to overcome but it's set to become increasingly present on the marketplace, and particularly so at Givenchy.





# DISCOVER OUR PRODUCTS THAT WERE REINVENTED IN 2021

In line with our 2025 objective, and true to our spirit of daring and boldness, Givenchy is reinventing ranges by creating products that are **increasingly virtuous**, with redesigned formulations and packaging. In 2021, a series of key fragrance, make-up and skincare product launches echoed our **commitments**.

JANUARY	MARCH	APRIL	JUNE	AUGUST	SEPTEMBER	DECEMBER	
 <p><b>PRISME LIBRE SKIN-CARING GLOW</b></p> <p><b>72%</b> recycled plastic cap</p> <p><b>97%</b> ingredients of natural origin*</p>	 <p><b>L'INTERDIT ÉDITION MILLÉSIME</b></p> <p>Responsible sourcing - traced, certified orange blossom</p> <p><b>-20%</b> volume of secondary packaging**</p> <p><b>-10%</b> paper**</p> <p><b>95%</b> ingredients of natural origin*</p>	 <p><b>PRISME LIBRE</b></p> <p>Elimination of packaging void fillers</p> <p><b>SKIN RESSOURCE</b></p> <p>Launch of Ressource cream refills</p>	 <p><b>ROSE PERFECTO</b></p> <p><b>98%</b> ingredients of natural origin*</p>	 <p><b>GENTLEMAN GIVENCHY</b></p> <p><b>-20%</b> glass weight (average for bottles across whole range)**</p>	 <p><b>POS MATERIAL</b></p> <p>Development of a new, <b>80%</b> cardboard merchandising rack and scrapping of metal counter-magnets</p>	 <p><b>LE ROUGE SHEER VELVET</b></p> <p>Launch of the first Givenchy refillable lipstick</p> <p><b>LE SOIN NOIR CRÈME</b></p> <p>Refillable jar. <b>-59%</b> packaging volume**</p> <p><b>-44%</b> glass weight**</p> <p><b>95%</b> ingredients of natural origin*</p> <p>Environmental impact: <b>-60%</b>***</p> <p><b>LE SOIN NOIR SÉRUM</b></p> <p><b>-70%</b> packaging volume**</p> <p><b>-63%</b> glass weight**</p> <p><b>95%</b> ingredients of natural origin*</p> <p>Environmental impact: <b>-47%</b>***</p>	 <p><b>FESTIVE GIFT BOXES</b></p> <p>Optimisation of size</p> <p>Replacement of plastic wedges with cardboard</p> <p><b>45T.</b> plastic saved**</p>

\*In accordance with ISO 16128. Includes water. The other 2% contribute to ensuring the optimal preservation of the formula and its sensorial qualities over time.

\*\*Compared to previous design

\*\*\*As calculated by eco-design agency



# REINVENTING OUR OPERATIONS ENERGY AND TRANSPORT

## OUR 2025 OBJECTIVES

**Reduce greenhouse gas emissions from our production workshops by 50% (compared to 2017).**

**Attain 100% renewable energy.**

**Cut back on the use of air transport (to factories and to markets) and increase the use of maritime transport by 20 points.**

## REDUCING THE EMISSIONS OF PRODUCTION WORKSHOPS...

At the Maison's two production workshops in France, a series of concrete commitments have been implemented, ranging from better insulation and LED lighting systems to installing more energy-efficient boilers. Powered since 2015 by electricity from renewable sources, they are due to be on 100% renewable energy by 2025 thanks to a change in the origin of our natural gas. In 2021, the two Givenchy workshops emitted 1,290 tonnes of energy-related CO2 eq.

## ...AND TRANSPORT ACTIVITIES

56% of the Maison's greenhouse gas emissions derive from the supply of raw materials and the shipping of finished products. Based on this observation, Givenchy Parfums has pledged to reduce the distances travelled by components and increase the proportion of maritime freight.

A logistics indicator, the RAMA, enables the ratio of maritime freight to air freight to be measured and compared. In 2021, the RAMA stood at 51%, a figure only slightly up on 2020 due to the difficulty of chartering ships in the context of the health crisis. The objective remains to reach 70% by 2025.

### KEY TAKEAWAY

#### FOLLOWING A LOW-CARBON PATHWAY

In 2022, a new carbon assessment of the Maison's activities is planned. It aims to update the 2019 assessment and define a new carbon pathway for the coming years, in line with the Paris Agreement.

## ISO 14001

### AN AMBITIOUS CERTIFICATION

Since 2015, all of Givenchy's industrial sites have been ISO 14001 certified and have been the object of regular investment to reduce water and energy consumption and improve waste treatment.

### *The expert* BERTRAND FAVREAU, GIVENCHY PARFUMS

#### ◆◆ SMALL, EVERYDAY ACTIONS ALL ADD UP TO A MAJOR OVERALL APPROACH ◆◆

As Director of our Beauvais plant, Bertrand Favreau has a mission to choreograph - across one of our industrial sites - a set of particularly ambitious commitments...

#### How did you define the possible areas for improvement in the plant?

In 2015, the Beauvais factory, where Givenchy perfumes and cosmetics are manufactured, was ISO 14001 certified. This provided a framework for our approach and enabled us to identify areas for improvement. The first step was to determine the environmental impacts of our activity and, based on that, start implementing the relevant actions.

#### What levers for improvement have already been implemented?

Waste reduction and recycling through appropriate waste recovery chains. As well as energy reduction through a range of small daily actions that employees receive training on (the potential for limiting waste by small changes to everyday behaviour is far from insignificant). There are also a number of structural actions such as upgrading equipment, servicing boilers, installing LED lighting, recovering heat from cooling machines to heat other circuits, etc.

#### The 2025 objectives are ambitious. Have you identified those levers that will allow you to achieve them?

Yes, and they include, among others, a plan to install photovoltaic panels on a storage building in 2022, a switch to biogas in 2023, and a study for a projected biomass boiler and geothermal energy. Achieving our goals is imperative!







# REINVENTING OUR CONTRIBUTION TO SOCIETY

## MENTORING PROGRAMMES

### OUR 2025 OBJECTIVES

**Empower our employees to engage in our mentoring programmes during work time.**

### LIVE, L'INSTITUT DES VOCATIONS POUR L'EMPLOI



In 2020, Givenchy set up a partnership with the LIVE Institute of Vocations for Employment, which provides support for people who have been unemployed for at least a year. Funded by the LVMH Group, each year this programme welcomes around a hundred people to its Clichy-sous-Bois campus. Here, they benefit from improvement programmes on core subjects (English, History, Mathematics, etc.) and participate in workshops designed to help them determine a professional project, write a cover letter and CV and present themselves in an interview, etc. In total, each Liver does from 300 to 600 hours of training, depending on the support programme, and a two-week work experience. According to the needs of each participant, they can also be assigned a mentor from among our Givenchy teams. Since the launch of this programme in 2020, 94 of our employees have given support to people on the LIVE programme by discussing and analysing their projects with them and sharing their experience.

### NOS QUARTIERS ONT DES TALENTS

2021 saw the launch of a new mentoring program in Beauvais, aimed at employees of the Maison's main production workshop. Givenchy set up a partnership with the *Nos Quartiers ont des Talents* non-profit, empowering a group of around ten employees to mentor young people. This programme is due to be rolled out across all the markets where the Maison operates.



### Testimonials MARGOT BODIC & GERMAIN POIGNAVENT

#### ◆◆ LIVE – A REAL OPPORTUNITY ◆◆

For almost six months, Margot Bodic assisted Germain Poignavent in his professional project, as part of the LIVE programme. Margot is a trade marketing project manager. Germain holds a Master 2 in plant biology and for more than two years had been looking for a path combining research and interacting with people. Regular meetings took place every two weeks....

#### Germain, what did this experience bring you?

A lot! I was going around in circles. My two mentors, one of whom was Margot, opened me up to other horizons that I didn't know existed. They taught me the basics: how to make the best use of social networks, how to improve my communication skills. I realise, with hindsight, that I wasn't really getting anywhere and that my aims were either inappropriate or too high. We cleared the ground together: none of the three of us really knew the area I was aspiring to. And it worked: I landed first an internship, then a permanent contract as a marketing and horticultural production assistant.

#### And what about you, Margot? What did you take away from this mentoring experience?

It was my first experience and what stands out most is the satisfaction of seeing Germain progress over the course of our discussions. He listened and took our advice on board – and it turned out to be relevant since he went on to find a career that he enjoys. Our exchanges were not just in one direction: they also brought me a lot.





# REINVENTING OUR CONTRIBUTION TO SOCIETY

## ART & YOUTH

### OUR 2025 OBJECTIVE

**Fostering the energy of youth and providing opportunities through our programmes that are bringing new perspectives and career paths.**

### VIA FERRATA PREPARATORY CLASSES

Following the example of our founder, Givenchy Parfums always seeks to embrace bold ideas and be inspired by the energy of youth. Since September 2021, the Maison has been working with the Ecole des Beaux-Arts in Paris to support its 3-year Via Ferrata programme. This high-level training course in art offers individual support and high-quality equipment to 50 students from diverse social, cultural and geographical backgrounds, bringing them free access to preparatory classes for entrance examinations to higher education fine arts schools. Thanks to the support of Maison Givenchy, there are now double the number of students in this preparatory class, which also includes artistic production projects with students and tutoring.

### THE GIVENCHY OLFACTIVE WORKSHOP

From October 25 to 30, 2021, as part of the partnership between Givenchy Parfums and the École des Beaux-Arts in Paris, 23 students from the Via Ferrata programme took part in a unique experience: creating a work of art inspired by a fragrance. L'Interdit, the Maisons's iconic Eau de Parfum, was chosen for this experiment.

Accompanied by the acclaimed artist Antoine Renard, creator of olfactory sculptures, the students had the opportunity to exchange with experts, take part in an olfactory workshop, and discover artists and works of art that are inspired by the sense of smell. They were then encouraged to create their own artworks. These will be exhibited at the end of the academic year, alongside their other work.

*The expert*  
LUC CHOPPLET, VIA FERRATA

#### ◆◆ DIVERSITY IS A VALUABLE RESOURCE ◆◆

Luc Chopplet, head of teaching at Via Ferrata, takes us behind the scenes at one of the most prestigious state preparatory classes for entrance to higher education fine arts schools.

**How do you select successful candidates for the programme?**

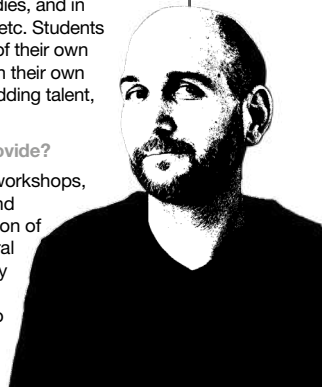
Each year, 650 young people between the ages of 17 and 23 submit a two-part application covering artistic and administrative criteria. 150 of them are shortlisted, above all by assessing the artistic quality of their production, together with their energy and motivation. Social and family backgrounds, the diversity of profiles and the future cohesion of the group are also major parameters. The 150 young people are each individually interviewed, with a final selection of 50 successful applicants, for whom the Via Ferrata adventure is just beginning!

**What curriculum do they follow?**

It's very dense, alternating theoretical and practical courses, visits to exhibitions, and so on. It takes place at two sites - in Paris for digital studies, and in Saint-Ouen for painting, sculpture, etc. Students are encouraged to make the most of their own resources, and to seek inspiration in their own universe. We aim to nurture this budding talent, this potential - this future.

**What support does Givenchy provide?**

Their financial support funds two workshops, as well as equipment and tools. And invaluable assistance in the selection of students and coaching them for oral exams. Not forgetting the Givenchy workshops, where our students were given an apparent paradox to resolve: is it possible to create a form based on a scent?



**80%**

OF VIA FERRATA STUDENTS BENEFIT FROM A SCHOLARSHIP





# REINVENTING OURSELVES AS A TEAM

## DIVERSITY & INCLUSION

### OUR 2025 OBJECTIVE

**Zero tolerance of discrimination.**

### NFT : WHEN ART TAKES UP THE LGBTQIA+ CAUSE

In honour of Pride Month, Givenchy Parfums broke new ground by teaming up with London gallerist Amar Singh and the Rewind artist collective to create a digital artwork - an NFT (non-fungible token) - symbolising the Maison's commitment to a more diverse, more inclusive, more universal perception of beauty. An initiative that perfectly sums up our ethos: an indissoluble bond in which disruptive creativity and innovation go hand in hand with values of respect and inclusion.

The resulting artwork, entitled "Pride", is a series of animated portraits symbolising diversity, the assertion of identity and the fight for equal rights. The portraits were digitally reinterpreted, inspired by iconic Givenchy design and the colours of the Rainbow Flag.

A limited series of 1,952 copies of "Pride" was successfully sold on Veve, a platform specialising in the sale of NFTs, in June 2021. 128,000 dollars were raised, with the proceeds being entirely donated to the French non-profit, Le MAG Jeunes, a movement to help young gay, lesbian, bi and trans people affirm their identity. Founded in Paris in 1985 and aimed at all LGBTQIA+ people aged between 15 and 30, this organisation focuses on offering support and guidance. It carries out a range of awareness-raising actions, together with cultural and educational activities, and provides psychological support to those who need it. It also lobbies international institutions to bring about the implementation of more inclusive public policies.

In 2019, Givenchy Parfums signed a code of conduct to fight against LGBT discrimination.

96/100

### 2020 GENDER EQUALITY SCORE

This is the rating awarded by the French index on gender equality in the workplace to LVMH Fragrance Brands, the legal entity of Givenchy. This high score recognises - among other things - parity among the Maison's ten highest earners, and the proportion of women who benefitted from an individual pay increase on returning from maternity leave.

### TOGETHER WITH OUR EMPLOYEES WITH DISABILITIES

For more than fifteen years, the Maison has been committed to recruiting and retaining workers with disabilities. In partnership with Ergosanté, a creator of ergonomic solutions for businesses, and with AGEFIPH, Givenchy Parfums has ensured that workstations throughout the company, particularly in our production workshops, are adapted for disabled employees. We also assist them to move to a more suitable activity, when appropriate.

In 2021, across LVMH Fragrance Brands, the legal entity of Givenchy Parfums in France, more than 6% of employees were disabled. This figure remained stable compared to 2020.

# REINVENTING OURSELVES AS A TEAM

Foster a culture of respect and openness among all our employees, share responsible practices both within the Maison and beyond, acquire new skills: with our new CSR governance structure, we aim to contribute to bringing on a more positive world.

## OUR 2025 OBJECTIVE

**Train teams to acquire new CSR skills.**

**Create a community of CSR ambassadors around the world.**

## CSR: A CULTURAL TRANSFORMATION

75% of the Maison's employees are prepared to commit to social and environmental responsibility initiatives. This percentage, revealed by an internal survey, reflects the true Givenchy spirit of staying open-minded and being ready to take the initiative. This is encouraged by the Maison, and a number of training modules have been implemented.

**UNCONSCIOUS BIAS TRAINING**, for managers was launched in 2020 and broadened in 2021. It will be rolled out to all managers in 2022.

**THE ELLESVMH PROGRAMME** offers women employees collective and individual career development support. Givenchy is committed to promoting the professional development of women in all roles and at all levels of our organisation. In 2021, 77% of managers were women.

**A NEW CSR MODULE** was added to the Maison's training plan in 2021. 50 Head Office employees were trained in environmental claims management. This compulsory training is part of Givenchy's wider aim of being transparent with all of our stakeholders.

KEY TAKEAWAY

### MY BEAUTY PLAY

This is a fun application that mixes short training modules, learning quizzes and awareness sessions that last 3, 5 or 10 minutes. It is designed to help employees find out more about the Maison and its products. In June 2021, a new module on Givenchy's CSR policy was added to it. It successfully reached more than 400 employees around the world.

+  
400

**EMPLOYEES** discovered Givenchy's CSR policy through the My Beauty Play app.

## OUR CSR AMBASSADORS AROUND THE WORLD

The objective of this 28-strong network is to represent Givenchy's mission to reinvent ourselves and promote our CSR policy wherever the Maison is present. It was created in December 2020 and was the driving force behind several remarkable initiatives in 2021, including:

**ORGANISATION OF INTERNAL EVENTS**, mainly digital in 2021 because of the health crisis - to share our commitments. This enabled more than 400 employees to discover the programme. The first event took place in the Asia-Pacific region, bringing together more than 80 employees from Hong Kong, Singapore, Korea, Japan, Thailand, China, Malaysia and Australia.

**LAUNCH OF PROGRAMMES** to promote eco-friendly actions at work. In the Givenchy offices in Japan, the teams successfully implemented no fewer than 42 best practices (switching off lights at 9 p.m., banning plastic cups, using recycled paper, etc.).

**AS PART OF A "BOTTOM-UP" APPROACH**, CSR ambassadors are also responsible for sharing with Head Office teams the CSR practices that they observe in their respective countries.

Reinventing Givenchy also depends on improving our understanding and anticipating the expectations of the Maison's stakeholders worldwide.

### *The expert* **DENIS FUNG,** **GIVENCHY PARFUMS**

#### ◆◆ CSR AMBASSADOR, A PRIVILEGE ◆◆

In 2021, Denis Fung, Retail Design & Visual Merchandising Director for the Asia Pacific region, was chosen as CSR ambassador for Givenchy Parfums. He looks back on an inspiring mission.

#### What does it mean to be a CSR ambassador?

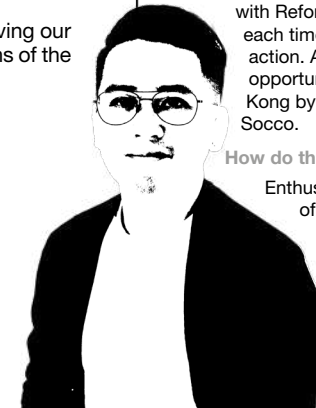
It's a privilege that brings even greater meaning to my own work and that of our teams. My mission is to promote and represent the Maison's CSR strategy through a series of field initiatives. The four pillars which underpin our strategy have been a huge source of inspiration.

#### What type of initiatives are they?

Small initiatives that all add up to yield big results. The "waste challenge", trialed at the Hong Kong office and aiming at -10% waste in 2022, will be rolled out to other Givenchy locations. 50,000 trees have been planted in Indonesia in partnership with Reforest'Action. 10 more will be planted each time an employee engages in a CSR action. And in 2022, we will help to provide opportunities for young people in Hong Kong by partnering with a local NGO, Socco.

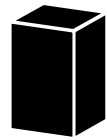
#### How do the teams react?

Enthusiastically! In November 2021, 45 of them helped clean up a beach in Hong Kong and collected 665 kilos of waste. In December, a screening of "Legacy", the Yann Arthus Bertrand documentary, really brought home to all of us how urgent it is to take action.



# KEY INDICATORS 2021

## REINVENTING OUR PRODUCTS



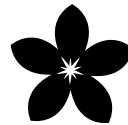
**100%**

OF GIVENCHY BOXES ARE FROM RESPONSIBLY SOURCED AND CERTIFIED BY FSC® (FOREST STEWARDSHIP COUNCIL®) OR OTHER CONTROLLED SOURCES



**100%**

OF LEATHER PROCESSED IN CERTIFIED LWG TANNERIES (GOLD RATED)



**23%**

OF ICONIC INGREDIENTS UEBT EVALUATED IN 2021 (COMPARED TO 0% IN 2020)



**100%**

ICONIC INGREDIENTS TRACED BACK TO THE COUNTRY WHERE THEY ARE HARVESTED



SKINCARE  
**-16%**

(49.7g on average at end 2021)



MAKE-UP  
**0%**

(23g on average at end 2021)

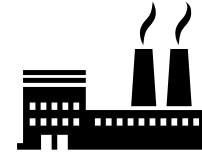


FRAGRANCES  
**-10%**

(19.5g on average at end 2021)

EVOLUTION OF AVERAGE QUANTITY OF VIRGIN FOSSIL-BASED PLASTIC (DECEMBER 2020 - DECEMBER 2021)

## REINVENTING OUR OPERATIONS



**100%**

OF GIVENCHY PARFUMS MANUFACTURING WORKSHOPS ARE ISO 14001 CERTIFIED



**100%**

RENEWABLE ELECTRICITY IN GIVENCHY PARFUMS MANUFACTURING WORKSHOPS IN 2021



**44%**

OF RENEWABLE ENERGY IN GIVENCHY PARFUMS MANUFACTURING WORKSHOPS IN 2021

## REINVENTING OURSELVES AS A TEAM



**6.3%**

OF EMPLOYEES WITH DISABILITIES IN FRANCE



**96/100**

IN THE FRENCH GENDER EQUALITY INDEX



**77%**

OF MANAGERS WORLDWIDE ARE WOMEN IN 2021



**+400**

EMPLOYEES MADE AWARE OF GIVENCHY'S CSR POLICY IN 2021

## REINVENTING OUR CONTRIBUTION TO SOCIETY



**58**

EMPLOYEES INVOLVED IN MENTORING PROGRAMMES IN FRANCE IN 2021



**128,000\$**

DONATED TO MAG JEUNES FROM THE NFT AUCTION



**50**

STUDENTS SUPPORTED THROUGH A THREE-YEAR PARTNERSHIP WITH THE VIA FERRATA PROGRAMME OF THE SCHOOL OF FINE ARTS IN PARIS





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